

Maine Apprenticeship Program

FAQs for Employers / Sponsors

What Is Apprenticeship?

It is a formal, industry-led, nationally-recognized, workforce training program for employees that provides in-house skill development through structured on-the-job learning supplemented with technical and theoretical course work.

Who Can Sponsor Apprenticeship?

A single employer, a group of employers in a sector, a trade association and/or a union.

What Is an Apprentice?

A newly-hired or existing employee who is committed to learning the trade skills of your industry or advancing his or her skills and who:

- Is at least 16 years of age (age 18 if required by law)
- Has attained a GED or high school diploma
- Is capable of successfully passing required courses.

What Is a Pre-Apprentice?

- A high school junior or senior, at least 16 years old, who works for you part-time while attending school full-time.
- An adult dislocated worker seeking entry into apprenticeship who must successfully complete preparatory training to enter your program.

Benefits of Sponsoring Apprenticeship

- Provides you with a formal, industry-recognized, in-house training program specific to your needs.
- Engages employees in self-directed learning and incentivizes them to advance their skills.
- Is proven to reduce employee turnover and increase productivity, quality, safety and worker versatility.
- Attracts employees who are interested in and have the aptitude to learn the skills required by your industry.
- Gives your industry a voice in workforce, education and training matters and links your company to other workforce development resources and information.
- Helps pay the cost of apprentice supervisor training to ensure you have the best in-house trainers/mentors.
- Allows you to pay wages commensurate with worker skill levels on Davis Bacon contracts.
- Keeps your company apprised of best practices, new approaches and resources for workforce skill development.

What Is Required of an Apprenticeship Sponsor?

A sponsor must provide a safe on-the-job learning environment, expose and allow the apprentice to learn and practice all of the skills prescribed in the standards and provide incremental wage increases as the apprentice gains proficiency and completes course requirements.

What Support Can an Apprenticeship Sponsor Expect?

The Maine Apprenticeship Program:

- Assists with development of your program.
- Helps to identify related instruction providers.
- Registers your program for federal purposes.
- Pays 50 percent of the cost of related instruction classes.

How Do I Become a Sponsor?

- You review already existing occupational skill standards that fit your needs and sign on as a registered sponsor; if necessary the program works to help you develop standards that fit your needs.
- Register each apprentice using a one-page form.
- Submit requests for tuition reimbursement.